

32 SLOCPPOA - Probation Supervisory	Rate:	Description:
County Retirement Contribution	15.59% PRO1	Rate x Hourly Rate x Hours Worked. Hires after 4/7/11 enter Tier 2 Pension Plan. <a href="#">See Article 27 and 28 of the SLO County Retirement Plan.</a> Tier 3 Effective 1/1/13
County Pickup of Employee Retirement	5.75%	Rate x Hourly Rate x Hours Worked
County Pension Bond Debt Service	5.99%	Rate x Hourly Rate x Hours Worked
County Retiree Health		\$24.30/PP full-time, \$12.15/PP part-time \$0/PP quarter-time or temp
County Pension Plan per EFS		Probation Officers (PROB)
FICA Employer	6.20%	2015 FICA wages up to \$118,500 max
FICA Employee	6.20%	2015 FICA wages up to \$118,500 max
Medicare Employer/Employee	1.45%	Medicare wages with no maximum / Add an additional .9% on taxable wages above \$200,000.
Unemployment	0.075%	County Paid Eff 1/1/2012 .1% , Eff 6/28/2014 .075%
Workers' Compensation	Varies	See B:\AC Benefits @ a Glance\WC Rates FY2012-2013.docx
County Cafeteria Contribution	\$1058/mo	\$936/mo without medical coverage, effective 1/1/15 Proration for part time employees hired after 2/8/2005
	\$1108/mo	E+1 and E+2 coverage on County medical effective 2/16/14
Health Insurance		Multiple plans available for employee and their family. Coverage for domestic partners.
Education Allowance	\$500/yr	\$3,500 per fiscal year
Uniform Allowance for New Hire	\$350	
Uniform Allowance	\$45/mo	
Mileage Reimbursement	.56/mi	Effective 01/01/2014
	.575/mi	Effective 01/01/2015
Evening Shift Differential	5% x hr rate	6pm to 11pm hours for non-flex or 3pm to 11pm if shift ends on or after 10pm WT 1200 = Base; WT 1255 = Eve Differential
Night Shift Differential	10% x hr rate	11pm to 7am hours for non-flex schedules WT 1200 = Base; WT 1256 = Night Differential
Bilingual Pay - High Use	\$90/mo	Approved by Human Resources
Bilingual Pay - Low Use	\$50/mo	Approved by Human Resources
Standby/On Call	\$2.75/hr	Permanent employees
Consultation Standby	\$4.60/day	Can be paid \$100/mo with approval (WT 1311)
Call Back	OT/hr	2 hour minimum paid at time and one-half WT 1243 = Base; WT 1242 = Half
CTO in lieu of Call Back	1.5 hrs/hr wkd	Accrued in CTO quota
Overtime	per FLSA	OT threshold based on hours actually worked (excludes paid leave hours) WT 1252 = Base; WT 1251 = Half
Overtime with Evening Differential	per FLSA	OT threshold based on hours actually worked (excludes paid leave hours) WT 1252 = Base; WT 1251 = Half; WT 1255 = Eve Diff'l
Overtime with Night Differential	per FLSA	OT threshold based on hours actually worked (excludes paid leave hours) WT 1252 = Base; WT 1251 = Half; WT 1256 = Night Diff'l
CTO in lieu of OT	1.5 hrs/hr wkd	OT threshold based on hours paid (includes paid leave hours)
Compensating Time Off	1.5 hrs/hr wkd	120 hr maximum accrual; OT paid after max; payoff on termination
Sick Leave	12 days/yr	2080 hours (260 days) max accrual; payoff @ hourly rate for 50% of hours up to 1440 after 5 years of service Probation and Juvenile Services Officers hired after 12/31/99 now receive Special Disability Benefits and will receive Sick Leave Payoff after 10 years of service
Sick Leave Exchange for Vacation	80 hrs for 40 hrs	Per calendar year. Must maintain a 30-day balance 14 years of service required
Injured on Duty	12 months max	As approved
Holiday	12 days/yr	Does not apply to Annual Leave employees
Annual Leave 12 day cap	12 days/yr	Employees may sign up at any time, but withdrawal must be in August
Personal Leave	1 day/fiscal yr	Employees on initial probation excluded
VTO	160 hrs/fiscal yr	With Department Head approval
Vacation 320 hour cap	10 days/yr 15 days/yr 20 days/yr	Beginning of service to end of fourth year Beginning of fifth year to end of ninth year Over ten years of service Maximum payoff of 320 hours after 6 months of service

Pay-in-lieu Program	40 hrs/fiscal yr	One time per fiscal year, permanent employees with a minimum balance of 200 vacation hours may sell back vacation hours. Additionally, employees must have used 40 hours of vacation in the current fiscal year to be eligible.
Jury Leave		Regular pay while on jury duty; cannot claim jury pay
Witness Pay		Regular pay for being a witness in a case related to job
Paid Military Leave	30 days/fiscal yr	30 days maximum when called to active duty
Use of County Vehicle	\$1.50 each way	The value of commuting to and from work will be taxed
Suggestion Award	Based on merit	Submit ideas to the Suggestion Award Committee
ITS Health Care Spending Account	Pretax deduction	Employee paid up to \$2,500 per plan year (Reimbursement WT 2552)
ITS Dependent Care Spending Account	Pretax deduction	Employee paid up to \$5,000 per plan year (Reimbursement WT 2551)
Deferred Comp	Pretax deduction	Employee paid up to \$18,000 or 100% of wages/yr
Deferred Comp Catchup	Pretax deduction	Employee paid up to \$6,000 for 50+
State Disability Insurance (SDI)	0.90%	2015 Employee paid on wages to \$104,378 max with Admin fee of .05%